



*EXECUTIVE SEARCH, PROFESSIONAL, AND
TEMPORARY STAFFING SERVICES
OFFICIAL CLIENT PRESENTATION*

WWW.NETWORKESC.COM



For over 30 years,
Network ESC has
attributed its success
to hard work,
innovation, integrity,
diversity, and a
relentless commitment
to excellence.

ABOUT US:

- Founded in 1979
- Headquarters in Midtown Manhattan
- National Executive Search, Professional Services Consulting, and Temporary Staffing Firm
- Small, Medium and Large Firms

Over the last 3 decades, the recruitment and project solutions businesses have gradually become recognized as vital resources in the talent acquisition process for firms across many industries. The range of products and services at Network ESC have grown from temporary administrative staffing in the television industry, to contingency search in the public accounting arena, to managing compliance projects for the financial services community, to providing technology development solutions to the challenges faced by Fortune 500 firms. We are proud to have established a reputation as an ethical and socially conscious instrument of change in the business world. We stand for the honesty and integrity upon which the best of businesses are built and a true commitment to opportunity, diversity and the betterment of the global human community.

CLIENT SERVICES



Network ESC provides a range of talent acquisition and strategic project management solutions to its clients including:

I. Staffing and Professional Services: Whether you are seeking an interim employee to fill in for a medical leave or require a contract attorney to augment an increase in workflow, Network ESC provides a 24/7 service to ensure that your human capital needs are met. Through our sophisticated internal candidate database systems, our superior command of the job boards, and our unparalleled network of candidate referrals, we are ready to provide specialized temporary and consulting professionals for your every need. Many organizations are still under the impression that agency staffing services are expensive. As a result, many firms assume that it would be easier and more cost-effective to manage cyclical staff augmentation demands on their own. At a closer glance, when one takes into account the astronomical costs of advertising, coordinating the selection process (sourcing, recruitment, scheduling, interviewing, processing, etc.), and the associated labor and workload reallocation costs, Network ESC is clearly more efficient, provides stronger cost-containment controls and reduces the operational imposition on your core business processes. In addition, considering that Network ESC handles payroll and workman's compensation concerns, it is easy to see why allowing us to manage your temporary staffing and consulting needs is the BEST strategic option for companies looking to save time and money.

II. Contingency Search: Network ESC has established one of the premier contingency search practices in the industry servicing a wide array of industries. Our recruitment specialists have successfully placed associate, to middle management, to C-level executives across many industries. We have identified banking, financial services, accounting, technology, engineering, marketing, human resources, healthcare and administrative professionals at all levels for over 25 years. Contingency Search is frequently perceived as a largely "risk-mitigated" alternative and continues as a viable option given the immediacy of the demand, or when there are several positions of a mission-critical nature that must be filled.

III. Retained Search: In today's competitive economy, clients are at times challenged with very specialized search requirements that demand a level of expertise and dedication that transcends typical contingency search initiatives. The level of market research, psychological assessment, background investigation, skill and leadership assessment is vital in the selection of C-level executives. Network ESC offers full-cycle management of these pivotal search campaigns for our clients with array of unique features to enhance the value of the process.

Network ESC customizes an individualized strategy, through a client-centered, consultative process, for each position to specifically cater to our clients search needs. Following this, we commence the execution of the campaign with a relentless tenacity to identify, source, solicit, prepare and present the top candidates for mission-critical roles. Our strategic paradigm consists of three key components: (1) Client Needs Assessment (2) Professional Candidate Development (3) Candidate Selection, Contract Negotiation & Professional Transition.

PRACTICES

Our clients have remained loyal over the years in recognition of the unparalleled service, expertise and dedication we've demonstrated time and time again. They value our superior knowledge of the market and the mission critical skill sets that make their business possible. We have assisted companies of all sizes and industries with their talent acquisition and project management needs by providing access to experienced professionals from our database and identifying new talent in accordance with their current needs. The ROI (return-on investment) can not only be quantified but can be experienced in daily business affairs.

Network ESC engages in a true partnership with its clients. We provide more than highly skilled professionals across disciplines. We serve as a resource for industry research, business continuity, and strategic vision. Network ESC has established several Specialized Practices, each led by a Managing Director who orchestrates the activities of our Recruitment Associates.

- [Healthcare](#)
- [Accounting, Audit, & Taxation](#)
- [Information Technology](#)
- [Human Resources](#)
- [Risk and Regulatory Compliance](#)
- [Engineering and Applied Science](#)



- [Education & Human Services](#)
- [Banking & Financial Services](#)
- [Diversity Solutions](#)
- [Administrative Staffing](#)
- [Academia & Higher Education](#)
- [Business Analytics and Data Science](#)

ADMINISTRATIVE, ALLIED, AND CLINICAL HEALTHCARE SERVICES

Network ESC established its Medical/Healthcare Resources division on 2008. Your staff serves as a reflection of your organization's values, and drives relationships with patients and the innovation of new products and medicines that enhance peoples' lives. At Network ESC, we provide skilled candidates for clinical, science/biotechnology, healthcare administration, dental, allied health/technical and non-clinical healthcare positions.

Our specializations include:

- ▶ Receptionists
- ▶ Medical Assistants
- ▶ General Clerical Associates, Unit Clerks, Registration Clerks
- ▶ Executive Healthcare Assistants
- ▶ Nurses Assistants, RNs, LPNs
- ▶ Physician Assistants
- ▶ Dental Specialists
- ▶ Allied Health Professionals –
Speech Therapists, Surgical/Central Sterile Supply Technicians
Phlebotomists, Occupational Therapists, Physical Therapists,
LMSW, LCSW, Clinical Psychologists, MD's, etc.

Recent Highlights include:

- ▶ Sourced and successfully placed Executive Practice Administrator for the Head and Neck Surgery unit of at top 3-ranked U.S. medical center
- ▶ Third Party per-diem placement of 4 Oncology RNs with a top hospital in Brooklyn, NY
- ▶ Contingency placement of a Physical Therapist/Exercise Physiologist for a top facility in Baltimore, MD
- ▶ Provided 10-member Patient Accounts/Revenue Recovery consulting team for one of the largest public hospitals in NYC
- ▶ Temporary placement of team of 4 ANSOS Nurse Scheduling Specialists for a top public hospital in Brooklyn, NY
- ▶ Contingency placement of one of the top HIV/AIDS Physician Assistants in NY with a top private hospital in the Bronx, NY
- ▶ Provided 4 temp-to hire Dental Assistant Candidates for new, state-of the art urban, community dental facility in Brooklyn, NY
- ▶ Retained placement of a senior-level hospital administration executive for top medical center in Washington, DC



BANKING & FINANCIAL SERVICES



Nurtured by high-profile career financial services headhunters, our practice has the unique ability to identify the candidates our clients desire for temporary, consulting, and direct hire roles in the Banking, Broker-Dealer, Investment Banking, Capital Markets, Hedge Fund, Private Equity, Alternative Investment, and Asset Management sectors. In addition to our recruitment efforts, we make it a priority to stay on top of the industry and the requirements of our clients. Our specialists have extensive recruitment experience in the full range of back, middle, and front office roles. From credit derivative analysts to equity research associates, we have provided solutions for some of the largest financial services companies in the world. Our specializations include:

- ▶ Capital Markets & Trading – Full-cycle of back, middle and front-office operations
- ▶ Investment Banking, Retail & Commercial Banking
- ▶ Hedge Fund and Private Equity (Buy-side)
- ▶ Institutional Investments
- ▶ Broker-Dealer Operations, Marketing and Sales
- ▶ Latin American, Asian and African Emerging Markets
- ▶ Compliance and Regulatory
- ▶ Quantitative and Algorithmic Trading

Recent Highlights include:

- ▶ Led search campaign for Director of Latin American Emerging Markets for the San Paolo, Brazil office of a global investment firm
- ▶ Contingency placement of the 5-member sales desk for a firm specializing in institutional trade execution
- ▶ Provided team of compliance professionals for Quality Assurance and SARs reporting initiative for a major international banking institution following a Cease & Desist Order
- ▶ Successful placement of a Statistical Arbitrage Trading Desk for a major international firm
- ▶ Provision of a team of ISDA contract specialist for a major project at a top US financial services firm
- ▶ Retained placement of the Director of Credit Research and Analysis for a global investment bank



EDUCATION AND HUMAN SERVICES



Network ESC's Human Services practice was established in 2002. Over the years its reputation has flourished as a top resource for several key social services areas including Licensed and Clinical Social Workers, Program Directors, Case Managers, Educational Program Managers, and Specialized Educators. In addition, our recruiters have place a range Recreational and Sports Program as well as Development Officers.

Our specializations include:

- Certified Teachers (K-12 all disciplines, Special Ed, Parochial, Boarding)
- Specialized Educational Subject – Matter Consultants
- Part-Time Special Program Educators
- Social Workers (LCSW, LMSW, MSW), Case Managers/Caseworkers
- Social Services Program Directors
- Speech and Hearing Pathologists
- Substance Abuse Treatment Specialists/CASACs
- Youth Counselors
- Client Advocacy Specialists – Housing, Seniors, Employment



Recent Highlights include:

- Retained placement of the Chief Financial Officer and the Chief Administrative Officer for top global human rights organization
- Provided strategic planning consultation for a top ivy-league university in implementation of new PeopleSoft HRIS and Payroll systems
- Contingency placement of 14 Clinical Social Work, CASAC, and Program Directors with one of the largest chronically homeless/substance abuse service programs in the US within a 6 month timeframe
- Provided a 3-person Grants/RFP specialist team for a local non-profit youth organization
- Identified finalists and closed the Senior Director of Finance for a top private special education corporation.
- Placed the Chief Legal Officer for a top national youth athletic program
- Provided 2 Program Evaluation specialists to a major urban non-profit organization servicing battered women

ACADEMIA AND HIGHER EDUCATION



In 2010, Network ESC initiated its Higher Education Practice. It is steadily earning recognition nationally as a top resource for identifying top professionals in academia including tenured/tenure-track academics, adjunct professors, instructors, guest lecturers, researchers, scientists, student affairs, academic affairs, residence life, facilities, human resources, diversity and other key professionals. The practice has enjoyed national success with some of the world's top universities. Network ESC has consistently proven it's ability to navigate the academic professional landscape, effectively screen, present and close quality talent at all levels for retained search, direct hire, professional services and temporary staffing support.

Our specializations include:

- ▶ Tenured and Tenure Track Professionals - all disciplines
- ▶ Student Affairs - Bursar, Financial Aid, Admissions, Residence Life
- ▶ Operations - Facilities, Security
- ▶ Institutional Advancement, Development and Affairs
- ▶ Finance - Accounting, Treasury, Cash Flow, Business Analytics
- ▶ Human Resources Administration
- ▶ NCAA/Intercollegiate Athletic Program Administration
- ▶ Public Relations and Alumni Affairs



Recent Highlights include:

- ▶ Professional Services consultation to revamp treasury management processes for private liberal arts institution
- ▶ Placement of Director of Admissions for major private institution in upstate NY
- ▶ Identified and placed a team of top molecular biologists to work on a 5-year research grant with a top institution
- ▶ Technical implementation of new Human Resources and Payroll Processing system for a top private university in NYC
- ▶ Led professional services data analytics research initiative to determine and design marketing outreach program for newly implemented 5-year accelerated BBA/MBA program for a top public college

ADMINISTRATIVE SERVICES

Network ESC was originally established a full-service administrative and clerical staffing firm. Our primary client base was with the major television networks. Over the years, our reputation for identifying, qualifying and presenting top administrative talent is recognized by top firms in every industry.

Our specializations include:

- ▶ Executive Assistants (C-level)
- ▶ Administrative Assistants
- ▶ Clerical Assistants
- ▶ Mailroom Associates
- ▶ Receptionists
- ▶ Copy/Scanning Specialists
- ▶ Clerical Assistants
- ▶ Paid College Intern Support



Recent Highlights include:

- ▶ Contingency placement of the Executive Assistant to the CEO for a top Paris-based investment bank
- ▶ Consulting placement of the Executive Assistant to the COO of a major professional sports league in NYC
- ▶ Consulting placement of the Executive Assistant to the CFO at the NYC headquarters of the largest global humanitarian and relief organization in the world
- ▶ Contingency placement of the Executive Assistant to the CTO of a major international financial institution
- ▶ Provided a team of 12 Data Entry specialists for a long-term temporary project with a major US Bank
- ▶ Sourced and placed the interim Mail Operations Services Manager and Administrative Services Coordinator for a major professional sports league.
- ▶ **On-boarded a team of scanning and coding specialists with a top broker-dealer services firm for a major document consolidation project in NYC.**

BUSINESS ANALYTICS AND DATA SCIENCE



Network ESC's Business Analytics and Data Science practice provides elite services for organizations with challenged with complex business decision-making requiring advanced quantitative and statistical analysis. Our areas of expertise include:

- ▶ Data Migration and Integration
- ▶ ETL Processing
- ▶ Data Pipeline
- ▶ Data Modeling & Consultation
- ▶ Integration and Deployment
- ▶ Model Building
- ▶ Model Evaluation and Optimization
- ▶ Multi-model Valuation
- ▶ Algorithmic Machine Learning
- ▶ Feature Engineering

Recent Highlights include:

- ▶ Sourced and placed the Senior Director of Business Analytics for top 5 Pharma Co in NJ.
- ▶ Management of team of 4 Data Science Contractors for Animal Health Pharma in NJ
- ▶ Provided team of Quantitative Data Scientists to develop a series of algorithms to guide pricing for top academic publishing company in NYC.
- ▶ Staffed a team of 3 Tableau Data Visualization specialists for a long-term contract with a top pharma in NJ
- ▶ Sourced team of quantitative analysts for algorithmic trading at a top investment institution in NY.
- ▶ Direct hire placement of Manager of Business Intelligence for global medical device manufacturer in San Francisco



INFORMATION TECHNOLOGY

The global economy is dynamic and ever-changing. As such, the demand for technology solutions is an imperative that is absolutely mission-critical. Network ESC's distinguished Information Technology Practice employs some of the brightest and most experienced minds in the technology recruitment field. Our practice has implemented solutions both domestically and abroad and continues to enhance its presence across industries with a commitment to research, training and innovation. The global economy is dynamic and ever-changing and the demand for technology solutions is a mission-critical imperative. Network ESC's distinguished Information Technology Practice employs some of the brightest and most experienced minds in the technology recruitment field. Our practice has implemented solutions both domestically and abroad and continues to enhance its presence across industries with a commitment to research, training and innovation

Our areas of expertise include:

- Application Development
- Project Management & Business Analysis
- Enterprise Architecture and Engineering
- Financial Trading System Design, Development, & Engineering
- Network & Systems Administration and Engineering
- Help Desk and Desktop Support
- Infrastructure Management
- Graphic Design and Creative Technology Services
- IT Governance and Audit
- Web-based Applications

Recent Highlights include:

- Managed all information development projects for the 3rd largest US Employee Pension Fund in NYC
- managed a team of 7 developers for a Documentum application enhancement initiative for a major pharmaceutical firm
- Contingency placement of the Senior Network Systems Engineer for a major home healthcare organization
- Retained placement of the PMO, Senior Application Engineer and Web Developer for a major technology consulting firm
- Placement of contract-to hire Cerner Training Specialist with top clinical healthcare network in NYC
- Placement of Senior Director of Information Risk and Security with top cloud and colocation technology services conglomerate
- Provided multiple contractors for major technology risk assessment project initiative for major east coast city
- Successful direct placement of Senior Drupal Developer for major insurance company in NJ
- Managed team of contract Data Scientists/Tableau Visualization experts for top Animal Health Pharma in NJ

DIVERSITY SOLUTIONS

Network ESC can customize and help implement a strategic action plan to increase the diversity of your workforce. Our recruiting analysts analyze the full-cycle of the client's talent acquisition process from solicitation and resource identification through assessment, selection and on-boarding. Our assessment will help to identify areas of deficiency in the recruitment process and offers specific recommendations for remediation. Network ESC can provide program strategies to enhance processes, policies, objectives and metrics for outreach, sourcing, interviewing, selection, on-boarding, talent development, promotion, and performance management as needed.

High rates of attrition are often the nemesis of corporate diversity programs. These retention issues are rarely due to poor professional performance, but most often reflect static corporate environments that fail to provide the appropriate support mechanisms and acclimation tools to ensure successful employee transitions. Frequently, outstanding diversity recruitment initiatives are ultimately thwarted in the long-run by poor maintenance initiatives. Ironically, Network ESC boasts several executives who enjoyed successful careers in student and academic affairs at top universities. Thus, we have the expertise to successfully translate some of the innovative recruitment initiatives into tangible organizational programs with top corporate clients that significantly enhance retention metrics.

Engagement highlights include:

- ▶ Orchestrated national diversity search for lateral attorney recruitment for a top New York law firm.
- ▶ Partnered with top British investment bank to enhance diversity recruitment efforts for MBA talent across top 25 programs in the US.
- ▶ Scoped and helped implement BA/BS candidate recruitment initiative to enhance outreach to underrepresented populations in technology program for Fortune 100 firm.
- ▶ Established diversity outreach program at target list of 60 regional colleges and universities to enhance on-campus recruitment efforts on behalf of our entire client portfolio.
- ▶ Spearheaded a specific project initiative to identify diverse candidate pool for MS - Financial Engineering hires at a top investment firm in NYC.
- ▶ Partnered with several top investment and buy-side firms to implement specialized campus-recruitment initiative to identify and introduce more diverse pools of applicants for rotational analyst and MBA recruitment programs





The Network ESC team is comprised of a distinguished group of professionals with established reputations in their prior careers in education, investment banking, healthcare, sales, law, engineering, and information technology. Our diversity of experience and us with a distinct advantage over our competitors in the assessment of complex business concerns and the implementation of tactical and strategic responses.

Chief Executive Officer
EVP and Chief Operations Officer
Chief Financial Officer
SVP Finance and Business Affairs
Chief Digital Officer
Chief Technology Officer
Desktop Support Manager
Director, Compliance & Regulatory Affairs
Vice President of Recruiting and Operations
Vice President of Recruiting
Director of Risk and Systems Technology
Director, CPA Professional Services Advisory
Director, Payment Technology and Credit Advisory
Vice President of Sales
Vice President Virtual Recruiting
Vice President Virtual Recruiting
Art Director

Joe Giambo
Cameron Jason
Maltie Pooran
Elvin Molina
Ayesha Sultan
Fred Murphy
David Duford
Donald McCormick, JD
Alex Ottaviani
Denise Saroda
Joseph Morelli
Ebonie Nichols, CPA
Deidra Olds, MBA
Matt Giambo
Michelle Giambo
Cameron Jason, Jr.
Nicole Ulla

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